

**FIRST PRESBYTERIAN CHURCH OF WARREN
3000 E. TWELVE MILE ROAD
WARREN MI 48092**

ANNUAL REPORT

2017

Mission Statement

**First Presbyterian Church of Warren is a welcoming family of God
following Christ's teaching and putting faith in to action.**

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PASTOR'S REPORT

During my annual review this year, I expressed to the Session that for all the goals I had set out for myself this year, it appeared that God had different plans. Isn't that just God's way though? I was so grateful for the way that God guided me and us through my third year as your pastor.

2017 was a very eventful year in the life of First Presbyterian Church of Warren. The biggest "event" of the year was when the people of Erin Presbyterian Church voted to join with us in ministry as members of First Church. The faithful courage they had in taking this step has been inspiring. We started in April and commissioned a joint task force to act as a Transition Team. As we learned more about one another, prayed and laughed together, we knew that God was going to bless our work. During the summer, as one congregation, we shared our histories with one another through a sermon series, we ate meals together, and we held a couple of garage sales together. The "joining together" has been a steady, God-filled process.

With the vote of Erin Presbyterian, the Session of First Church held a vote as well, to hire CRE Nancy Bass as our Pastoral Associate. It has been a personal joy to work with Pastor Nancy. She brings a wealth of administrative knowledge and skills as well as gifts for pastoral care and worship leadership. First Church has been blessed by her ministry amongst us.

We also had another staff addition in our new music director June Zydek, who had also been working at Erin. June's gifts for choral leadership as well as harp, flute, piano, and organ playing are an amazing addition. Nancy, June, and I have been getting into a nice rhythm of planning worship seasons together along with our dedicated Worship Committee. Sharon Kohler continues her faithful presence on organ. She even worked at learning a new organ this year when we received the Erin organ in August!

Our other staff members remain dedicated to their work as well. Marijo Hockley has grown a very successful ministry to and with people with disabilities including those at the Village of Warren Glenn and students in the Warren Consolidated School District. Lauren Nowacki continues to inspire and challenge some of the youngest amongst us in Sunday School. Trish Pearce has done an incredible job taking on new areas (photo directory!) and being available for extra hours as we worked at welcoming new Erin members (newsletters, nametags, directories, etc.).

Our session continues to inspire me. After each meeting (even the long ones!) I am left feeling grateful. Grateful for leaders who don't always take the easy road, but who always take the faithful road. This year was a challenging one for us as we lost our faithful and dedicated clerk of session, Ken Meuchel. Ken did so much for our church and in our community. Many have stepped forward as we have worked to cover the areas that he so adequately covered. I am grateful especially to Darlene Rozman for saying "yes" to be our new clerk of session and for John Jowers for holding us steady in the financial areas where Ken also worked.

As a congregation, we have put our “faith into action” in many ways in 2017. We had another successful year hosting our Week of Warmth and voted to expand it to two weeks in 2018 in partnership with our neighbors at IONA. We tried something new with our Health Fair in July and got the word out in the community in new ways about First Church. We gave generously to hurricane relief in August and September and to many other causes throughout the year. We were introduced to Father Michael John and his ministry in South Warren in October and have already partnered with him on a few projects. Our Presbyterian Women and Men’s Group have been active with many mission projects. This is a church that knows “faith without works is dead” (James 2:17).

As we look ahead to 2018, it is my hope and the Session’s hope that we begin a more comprehensive strategic planning process. With the sale of the Erin property and with the addition of new members, we have been given much too faithfully steward. There are many in need in our community - in need of basic necessities, material things, and in need of knowing the love of God. A strategic plan will help us to use our resources wisely and effectively. Our hope is that planning does not prevent us from acting on the call of the Holy Spirit that often surprises us but that planning will help us to discern better perhaps the ways the Spirit is calling us to say “yes” or “no” to the variety of opportunities before us. More to come on this soon!

I am so very blessed to be your pastor - to be with you through the “big” events in the life of our congregation and the “big” and “small” events in your own personal lives. You teach me about God’s generous love in so many ways. Please continue to pray for me as I pray for you.

Joyfully Submitted,

Rev. Julie Delezenne

ASSOCIATE PASTOR'S REPORT

The Spirit of God makes it possible for us to do what we cannot do alone. It sounds rather simple; until you think about what some of those possibilities might look like..... to actually let go and let God..... For Erin's congregation, it was the faith, strength, and courage to realize their building was no longer sustainable. After a year of much study, conversation, prayer, and discernment; the congregation decided that their only way forward was to leave their building behind. The congregation chose to honor the spirit of those founding members, by joining with another congregation to continue in witness & service as the body of Christ in the world.

My job description as Erin's pastor was shifting from the usual preaching & teaching, worship schedule, moderating Session, and visitations. While indeed, I had been guiding the congregation through a transition process; I was also walking alongside them, through their journey in the grieving process.

I would formally like to acknowledge and give thanks to the Session of Erin Presbyterian Church for their due diligence in/with the transition process, their unending support and unstoppable faith. Together we found our Blessings in Disguise.

Elder Jean Jaworski, Clerk	Elder David Marshall, Corporation President
Elder Devon Hagerman	Elder David Mansfield
Elder Ramona Hoggarth	Elder Kevin Smith*
Elder David Jaworski *	Elder Mary Graebert-Smith
Elder Sue LeFevre	Deacon Priscilla Smith*
*Transition Team Members	Deacon Robert Nowaczewski, Treasurer

Our Transition Team facilitator, reminded us that this joining of congregations was rather like a wedding: two individual identities coming together to share a common future. And just like a bride & groom, we all have our past traditions, and baggage (most good, some bad) and lots of suitcases!

FPW has certainly put its "faith into action" as our two congregations became one. You jumped in with both feet: serving on our Transition Team task force; volunteering to work in the 'warmth' of a un-air conditioned building to help with not one, but two garage sales. You have welcomed us with loving, open, caring and patient arms. There is a genuine fellowship of warmth within the First Pres community.

I am grateful to be working within such a dynamic, mission-minded faith community. Pastor Julie is a creative, energetic and community-oriented leader. It has been a pleasure working alongside her and getting to know her better in the process. And I am honored to have the opportunity to work with church leaders who come together, sharing in Christ's mission here on earth.

Being tasked with the closing of a church is not a pathway in life I would have sought out. However, life offers us great mysteries, opportunities, and surprises if we are open to God's spirit working in our midst. I am encouraged and inspired to see what God has in store for us in 2018. I am excited to see where our Blessings in Disguise will take us, and what will those blessings look like as we continue to put our faith into action.

Grace and gratitude,

Pastor Nancy

MINUTES OF ANNUAL CONGREGATIONAL MEETING FEBRUARY 26, 2017

**First Presbyterian Church of Warren
3000 E. 12 Mile Road, Warren, MI 48092
Minutes of the Annual Congregational Meeting
February 26, 2017**

- Place** First Presbyterian Church of Warren sanctuary
- Purpose** To present and receive committee reports and financial statements for 2016; to approve the 2017 Terms of Call for Pastor Julie Delezenne; to explain the 2017 Operating Budget; and to address any other business matters raised by the congregation.
- Moderator** The Reverend Julie Delezenne (Pastor)
- Opening** Pastor Julie opened the meeting with prayer at 11:06 am.
- Quorum** A quorum was met (10% of active members).
- Reports** The congregational meeting minutes and reports by the Pastor, Clerk of Session, Board of Deacons, Women’s Group, Men’s Group, and other church committees included in the 2016 Annual Report were addressed. There were no questions from the floor.
- Financial Statements** Treasurer John Jowers reviewed the 2016 financial statements. Questions from the floor were addressed.
- Action** Motion to accept all of the reports, including the financial statements, as written, with gratitude to those who submitted them. Adopted unanimously.
- 2017 Terms of Call** Clerk of Session Ken Meuchel presented for approval the attached 2017 Terms of Call for Reverend Delezenne. There were no questions from the floor.
- Action** Motion to approve the 2017 Terms of Call for the Reverend Julie Delezenne. Adopted Unanimously.
- 2017 Budget** Ruling Elder Mac McDougall reviewed the 2017 Operating Budget approved by the Session on December 13, 2016. Questions from the floor were addressed.
- Adjournment** By motion, the meeting was adjourned by a unanimous vote.
- Closing** Pastor Julie closed the meeting with prayer at 12:05 pm.
- Attachment**
2017 Terms of Call

Respectfully submitted,

Ken Meuchel
Clerk of Session

The Rev. Julie Delezenne
Pastor

The Session approved these minutes as written on _____, 2017.

MINUTES OF SPECIAL CONGREGATION MEETING JUNE 4, 2017

First Presbyterian Church of Warren
3000 E. 12 Mile Rd.
Warren, MI 48092
Minutes of Special Congregational Meeting
June 4, 2017

1. Place First Presbyterian Church of Warren Sanctuary
2. Moderator The Rev. Julie Delezenne
3. Opening Pastor Julie opened the meeting with prayer at 11:16 a.m.
4. Quorum A quorum was met.
5. Purpose Motion from Session to extend a one-year contract to Commissioned Ruling Elder (CRE) Nancy Bass with a total cost of \$19,500 to be paid for from the sale of the Erin Church building.
6. Julie opened the floor for questions. There were 4 questions.

 What happens after a year?
 Has Erin's property been sold?
 Office for Nancy here?
 How will Nancy be involved?
7. Call for vote, voting by ballots.
8. While counting of the ballots was taking place Pastor Julie opened the floor for questions about Erin Presbyterian. Two questions.

 What time is there service?
 How many members do they have?
9. Glenn McIntyre spoke about the move of Erin Presbyterian Church and some of the items that will be brought over here.
10. Action: By a unanimous vote Teaching Elder Nancy Bass has been called to First Presbyterian Church of Warren.
11. Pastor Julie closed the meeting with prayer at 11:25 a.m.

MINUTES OF SPECIAL CONGREGATIONAL MEETING NOVEMBER 19, 2017

First Presbyterian Church of Warren
3000 E. 12 Mile Road, Warren, MI 48092
Minutes of Special Congregational Meeting
November 19, 2017

1. Place First Presbyterian Church of Warren Sanctuary
2. Moderator The Rev. Julie Delezenne
3. Opening Pastor Julie opened with prayer at 11:01 pm.
4. Quorum A quorum was met.
5. Purpose To elect nominees for ministry positions.

By motion, ruling Elder Keith Carlson, on behalf of the Nominating Committee, presented the following slate of candidates for election to ministry positions by the congregation.

Office of Ruling Elder

Glenn McIntyre - Building and Grounds

Office of Ruling Elder - Class of 2019

Mike Slupinski - Outreach

Office of Ruling Elder

Vince Fazio - Finance

Kevin Smith - Worship

Vacancy - Stewardship

Deacons - Class of 2018

Debbie Collingwood

Deacons - Class of 2020

Hydee Greig

Barb McIntyre

Vacancy

Nominating Committee at large for 2018 (1Year term)

Carol Weidenbach

Keith Carlson

Personnel Committee at large for 2018 (1Year term)

Robyn Hudgins

Furnishings Advisory Committee - Class of 2020

Nancy Weidenbach

Pastor Julie opened the floor for other nominations. Sue Carlson nominated Aaron Crowton for Deacons Class of 2020, Aaron accepted nomination.

Action: By unanimous vote, all the nominees were elected to office.

6. Pastor Julie closed the meeting with prayer at 11:07 pm.

Respectfully submitted,

Darlene Rozman

Clerk of Session

Attested to by: _____

The Rev. Julie Delezenne, Pastor

The session approved these minutes as written on _____

TERMS OF CALL FOR REVEREND JULIE DELEZENNE

**2017 Terms of Call
for
Pastor Julie Delezenne**

Salary & Housing	\$47,416.05
Medical (24.5%)	11,849.27
Medical Deductible (2.0%)*	948.32
Pension (11.0%)	5,320.08
Social Security (FICA) (7.65%)	3,627.33
Dental Plan	1,161.48
Death & Disability (1.0%)	483.64
Professional Expenses**	2,500.00
 Total Package	 \$73,306.17

*Taken as salary

**Auto/Travel Mileage, Continuing Education, and Business Expenses

Additional Provisions:

- Paid vacation leave of 4 weeks annually, including 4 Sundays
- Paid continuing education leave of 2 weeks annually, including 2 Sundays (time & funds cumulative to 6 weeks upon Session action)
- One week for national church commitments including 1 Sunday, if needed
- Parental leave according to Detroit Presbytery guidelines

CLERK OF SESSION STATISTICAL REPORT

**Clerk of Session
Statistical Report as of December 31, 2017**

	<u>2017</u>	<u>2016</u>	<u>2015</u>	<u>2014</u>	<u>2013</u>
<u>Losses</u>					
Active Roll Removals	0	5	4	8	14
Certificates of Transfer	0	0	0	0	0
Deaths	6	2	4	2	1
Other Removals	0	5			0
<u>Additions</u>					
Transfers to Active Roll	0	3	2	2	4
Profession or Reaffirmation of Faith (Confirmands)	3	7(0)	6(0)	5(2)	0(0)
Certificates of Transfer	44	1	1	0	1
<u>Net Change</u>	+41	-1	+1	-3	-10
<u>Active Roll Total</u>	180	138	139	138	141
<u>Baptisms/Marriages</u>					
Baptism – Adult/Youth	0	0	0	0	0
Baptism – Infant	4	0	5	2	0
Marriages	1	2	0	1	1

REVIEW OF 2016 FINANCIAL RECORDS

January 5, 2017

Darlene Rozman
Clerk of Session
First Presbyterian Church
3000 E. 12 Mile Road
Warren MI 48092

Dear Darlene,

I have reviewed the financial records of the First Presbyterian Church of Warren for the calendar year 2016 and have found them to be in order.

My review included:

- Money received and deposited
- Records of receipts
- Requests for disbursements
- Monthly statements for savings, checking, and investment accounts
- Salaries budgeted and paid for staff personnel
- Federal and state taxes paid and appropriate forms submitted

Sincerely,



Joe Brummitt
Auditor

<u>RECEIPTS</u>	<u>TOTAL INCOME</u>
Adult Pledges	\$112,180.81
Adult Plate	\$37,923.54
Youth Pledges	\$32.00
Youth Plate	\$2.00
Miscellaneous	\$308.00
Per Capita	\$1,540.82
Amazon Smile/Meijer Community Awards	\$165.04
Weddings/Funerals/Fellowship Hall Rental	\$3,000.00
Seasonal Offerings going toward Operations	
Easter	\$572.00
Thanksgiving	\$181.00
Christmas	\$547.00
Account Credits	
Stewardship Program (MISSION/STEWARDSHIP/PER CAPITA)	\$319.07
Janitorial Services (BUILDING AND GROUNDS)	\$300.00
Computer Hardware/Software/Website (OFFICE)	\$610.00
Salary (Office Administrator)	\$595.62
Employers FICA Liability @ 7.65% (Office Administrator)	\$45.57
Salary (Commissioned Ruling Elder (Non-Budget))	\$9,000.00
Employers FICA Liability @ 7.65% (Commissioned Ruling Elder (Non-Budget))	\$688.50
Salary (Inclusion Ministry Coord (Non-budget))	\$7,200.00
Employers FICA Liability @ 7.65% (Inclusion Ministry Coord (Non-budget))	\$550.80
	\$175,761.7
TOTAL OPERATING INCOME	7
New Covenant Investment Fund Dividend	\$2,341.82
	\$178,103.5
Sub Total	9
<u>NON-BUDGET</u>	
DEACONS	\$1,031.00
MENS GROUP	\$499.00
PRESBYTERIAN WOMEN	\$1,392.14
YOUTH GROUP	\$80.00
Church Sign	\$1,820.00
Computer Education Fund	\$3,600.00
Erin Garage Sale	\$3,350.73
Inclusion Ministry Outreach Program	\$5,340.00
Pastors Discretionary Fund	\$2,400.00
ERIN TRANSITION: CRE Compensation	\$19,399.00

ERIN TRANSITION: CRE Study Allowance	\$750.00
ERIN TRANSITION: CRE Prof Expense & Travel	\$750.00
Second Mile Center	\$205.00
Week of Warmth	\$1,050.00
BUY & SELL	
Flowers	\$670.00
Automated External Defibrillator	\$1,600.00
Cereal for Summer Campaign	\$20.00
Christmas Joy	\$567.00
Humane Society Pet Food	\$232.00
MCWC Blanket & Pillow	\$300.00
One Great Hour of Sharing	\$534.00
Peace Global Witness	\$567.00
Pentecost Offering	\$603.00
PDA: Hurricane Relief	\$1,547.00
South Warren Mission (Fr Michael)	\$324.00
St. Marks Souper Bowl of Caring	\$358.00
Wedding/Funeral Service Compensation	\$125.00
MEMORIALS	
Undesignated Memorials	\$1,530.00
Dan Webb Memorial (Youth Music)	\$1,985.00
Ken Meuchel Memorial	\$1,455.00
Sub Total	\$54,083.87
ACCOUNT RECEIPTS	
New Covenant Investment Fund	\$25,713.09
	\$525,000.0
Erin Property Sale Proceeds	0
	\$782,900.5
TOTAL RECEIPTS	5

**FIRST PRESBYTERIAN CHURCH, WARREN
2017 ANNUAL FINANCIAL REPORT**

EXPENSE STATEMENT

		<u>YR to DATE</u>	<u>BUDGET</u>	<u>CREDITS</u>	<u>AVAILABLE BALANCE</u>
MISSION/STEWARDSHIP/PER CAPITA					
1	Gen. Assy., Synod, Presbytery Causes	\$300.00	\$300.00	\$0.00	\$0.00
2	Stewardship Program	\$837.53	\$320.00	\$319.07	(\$198.46)
3	Per Capita Apportionment	\$3,604.28	\$3,604.27	\$0.00	(\$0.01)
4	Mission Program	\$150.00	\$150.00	\$0.00	\$0.00
A	MISSION/STEWARDSHIP/PER CAPITA Sub Total	\$4,891.81	\$4,374.27	\$319.07	(\$198.47)
CHRISTIAN EDUCATION					
5	CE Supplies & Curriculum	\$571.37	\$900.00	\$0.00	\$328.63
6	CE Seminars/Conferences	\$150.00	\$150.00	\$0.00	\$0.00
B	CHRISTIAN EDUCATION Sub Total	\$721.37	\$1,050.00	\$0.00	\$328.63
BUILDING AND GROUNDS					
7	Janitorial Services	\$6,467.50	\$6,682.00	\$300.00	\$514.50
8	Insurance / Workman's Compensation	\$7,610.00	\$7,719.00	\$0.00	\$109.00
9	Telephone / Internet Access	\$1,743.84	\$2,217.60	\$0.00	\$473.76
10	Utilities	\$10,354.26	\$12,000.00	\$0.00	\$1,645.74
11	Supplies and Repairs	\$7,566.26	\$8,145.00	\$0.00	\$578.74
C	BUILDING AND GROUNDS Sub Total	\$33,741.86	\$36,763.60	\$300.00	\$3,321.74
WORSHIP					
12	Worship Supplies	\$720.28	\$404.50	\$0.00	(\$315.78)
13	Worship Arts	\$101.76	\$250.00	\$0.00	\$148.24
14	Music Supplies	\$598.02	\$640.00	\$0.00	\$41.98
15	Worship Equipment Maintenance	\$1,052.22	\$1,300.00	\$0.00	\$247.78
16	Substitute Preacher	\$0.00	\$450.00	\$0.00	\$450.00
17	Substitute Organist	\$11,980.00	\$13,085.00	\$0.00	\$1,105.00
18	Copyright Licenses (3)	\$486.42	\$510.00	\$0.00	\$23.58

D	WORSHIP				
	Sub Total	\$14,938.70	\$16,639.50	\$0.00	\$1,700.80

MEMBERSHIP

19	Membership Program / Evangelism	\$120.09	\$150.00	\$0.00	\$29.91
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E	MEMBERSHIP				
	Sub Total	\$120.09	\$150.00	\$0.00	\$29.91

COMMUNICATIONS

20	Communications Program Expenses	\$110.36	\$150.00	\$0.00	\$39.64
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F	COMMUNICATIONS				
	Sub Total	\$110.36	\$150.00	\$0.00	\$39.64

OFFICE

21	Mailing	\$294.00	\$400.00	\$0.00	\$106.00
22	Contracts / Repairs	\$1,586.42	\$2,000.00	\$0.00	\$413.58
23	Supplies and Miscellaneous	\$978.72	\$1,300.00	\$0.00	\$321.28
24	Printing	\$1,058.65	\$900.00	\$0.00	(\$158.65)
25	Computer Hardware/Software/Website	\$1,293.21	\$868.00	\$610.00	\$184.79
26	Session / Deacons Activities & Materials	\$299.89	\$300.00	\$0.00	\$0.11

G	OFFICE				
	Sub Total	\$5,510.89	\$5,768.00	\$610.00	\$867.11

EMPL BENEFITS/EXPENSE ACCTS

27	Pastor: Pension @ 11.0%	\$5,165.16	\$5,320.08	\$0.00	\$154.92
28	Pastor: Medical Member+Family @ 24.5%	\$11,504.16	\$11,849.27	\$0.00	\$345.11
29	Pastor: Death and Disability @ 1.0%	\$469.56	\$483.64	\$0.00	\$14.08
30	Pastor: Dental Plan	\$1,161.48	\$1,161.48	\$0.00	\$0.00
31	Pastor: Professional Expense Allowance	\$1,189.55	\$1,500.00	\$0.00	\$310.45

32	Pastor: Study Allowance	\$1,076.84	\$1,000.00	\$0.00	(\$76.84)
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H	EMPL BENEFITS/EXPENSE ACCTS				
	Sub Total	\$20,566.75	\$21,314.47	\$0.00	\$747.72

EMPLOYEE COMPENSATION**Pastor**

33	Salary and Housing Allowance	\$47,416.05	\$47,416.05	\$0.00	\$0.00
34	Social Security Allowance @ 7.65%	\$3,627.33	\$3,627.33	\$0.00	\$0.00
35	Medical Deductible @ 1% member + 1% family	\$948.32	\$948.32	\$0.00	\$0.00

K	Pastor				
	Sub Total	\$51,991.70	\$51,991.70	\$0.00	\$0.00

Office Administrator

36	Salary	\$9,775.62	\$9,180.00	\$595.62	\$0.00
37	Employers FICA Liability @ 7.65%	\$747.84	\$702.27	\$45.57	\$0.00

L	Office Administrator				
	Sub Total	\$10,523.46	\$9,882.27	\$641.19	\$0.00

Music Director

38	Salary	\$15,231.65	\$18,011.56	\$0.00	\$2,779.91
39	Employers FICA Liability @ 7.65%	\$1,165.24	\$1,377.89	\$0.00	\$212.65

M	Music Director				
	Sub Total	\$16,396.89	\$19,389.45	\$0.00	\$2,992.56

Commissioned Ruling Elder (Non-Budget)

40	Salary	\$9,000.00	\$0.00	\$9,000.00	\$0.00
41	Employers FICA Liability @ 7.65%	\$688.50	\$0.00	\$688.50	\$0.00

N	Commissioned Ruling Elder (Non-Budget)				
	Sub Total	\$9,688.50	\$0.00	\$9,688.50	\$0.00

Sunday School Teacher

42	Salary	\$1,100.00	\$1,200.00	\$0.00	\$100.00
43	Employers FICA Liability @ 7.65%	\$84.15	\$91.80	\$0.00	\$7.65
O	Sunday School Teacher				
	Sub Total	\$1,184.15	\$1,291.80	\$0.00	\$107.65

Inclusion Ministry Coordinator (Non-budget)

44	Salary	\$7,200.00	\$0.00	\$7,200.00	\$0.00
45	Employers FICA Liability @ 7.65%	\$550.80	\$0.00	\$550.80	\$0.00
P	Inclusion Ministry Coord (Non-budget)				
	Sub Total	\$7,750.80	\$0.00	\$7,750.80	\$0.00

4			\$168,765.0	\$19,309.5	
6	TOTAL BUDGETED EXPENSES	\$178,137.33	6	6	\$9,937.29

MISCELLANEOUS EXPENSES

Bank Fees	\$130.80
Online Contribution Processing Fee	\$32.42
Forgive Flowers Debt	\$1.00

Q	MISCELLANEOUS EXPENSES	
	Sub Total	\$164.22

4		
7	TOTAL OPERATING EXPENSES	\$178,301.55

48	NON-BUDGET	\$48,515.97
	See Statement of Accounts	

49	TOTAL EXPENDITURES	\$226,817.52
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SUMMARY:

50	TOTAL OPERATING EXPENSES	\$178,301.55
51	OPERATING INCOME	\$175,761.77
52	SURPLUS/(DEFICIT)	(\$2,539.78)

**FIRST PRESBYTERIAN CHURCH, WARREN
2017 ANNUAL FINANCIAL REPORT**

STATEMENT OF ACCOUNTS

	YEAR-TO-DATE			
	Beginning Balance	Receipts	Expenses	Ending Balance
TOTAL:	\$243,236.08	\$782,900.55	\$226,817.51	\$799,319.12
Presbyterian Foundation Investment Fund	\$205,546.20	\$25,713.09	\$0.00	\$231,259.29
Erin Property Sale Proceeds	\$0.00	\$525,000.00	\$0.00	\$525,000.00
Total Available Operating Revenue	\$188,499.88			\$739,015.02
Comerica Checking Account	\$37,689.88	\$232,187.46	\$226,817.51	\$43,059.83
MEMO LINES:	\$54,736.20	\$54,083.87	\$48,515.97	\$60,304.10
NON-BUDGET ACCOUNTS				
DEACONS	\$6,282.22	\$1,031.00	\$4,038.67	\$3,274.55
MENS GROUP	\$72.00	\$499.00	\$154.12	\$416.88
PRESBYTERIAN WOMEN	\$2,709.22	\$1,392.14	\$2,300.16	\$1,801.20
YOUTH GROUP	\$609.61	\$80.00	\$464.83	\$224.78
Capital Fund	\$9,195.99	\$0.00	\$0.00	\$9,195.99
Church Sign	\$10,349.00	\$1,820.00	\$1,220.00	\$10,949.00
Computer Education Fund	\$4,806.57	\$3,600.00	\$6,715.53	\$1,691.04
Erin Garage Sale	\$0.00	\$3,350.73	\$0.00	\$3,350.73
Inclusion Ministry Outreach Program	\$5,560.77	\$5,340.00	\$10,135.24	\$765.53
Mini Grants	\$1,885.00	\$0.00	\$343.51	\$1,541.49
Organ Fund	\$1,225.05	\$0.00	\$1,225.05	\$0.00
Pastors Discretionary Fund	\$663.21	\$2,400.00	\$2,499.10	\$564.11
ERIN TRANSITION: CRE Compensation	\$0.00	\$19,399.00	\$9,688.50	\$9,710.50
ERIN TRANSITION: CRE Study Allowance	\$0.00	\$750.00	\$0.00	\$750.00
ERIN TRANSITION: CRE Prof Exp & Travel	\$0.00	\$750.00	\$60.95	\$689.05
Second Mile Center	\$61.51	\$205.00	\$53.03	\$213.48
Week of Warmth	\$2,500.00	\$1,050.00	\$960.85	\$2,589.15
BUY & SELL: These are to net to 0 by year end.				
Flowers	\$191.00	\$670.00	\$464.00	\$397.00
Automated External Defibrillator	\$0.00	\$1,600.00	\$1,480.00	\$120.00
Cereal for Summer Campaign	\$0.00	\$20.00	\$20.00	\$0.00
Christmas Joy	\$350.00	\$567.00	\$350.00	\$567.00
Howell Mission Trip	\$18.00	\$0.00	\$18.00	\$0.00
Humane Society Pet Food	\$0.00	\$232.00	\$227.00	\$5.00
MCWC Blanket & Pillow	\$0.00	\$300.00	\$300.00	\$0.00
One Great Hour of Sharing	\$0.00	\$534.00	\$534.00	\$0.00
Peace Global Witness	\$0.00	\$567.00	\$567.00	\$0.00
Pentecost Offering	\$0.00	\$603.00	\$603.00	\$0.00

PDA: Hurricane Relief	\$0.00	\$1,547.00	\$1,547.00	\$0.00
South Warren Mission (Fr Michael)	\$0.00	\$324.00	\$279.00	\$45.00
St. Marks Souper Bowl of Caring	\$0.00	\$358.00	\$358.00	\$0.00
Wedding/Funeral Service Compensation	\$0.00	\$125.00	\$125.00	\$0.00

MEMORIALS

Undesignated Memorials	\$6,164.83	\$1,530.00	\$109.90	\$7,584.93
Dan Webb Memorial (Youth Music)	\$675.00	\$1,985.00	\$550.00	\$2,110.00
Tom Wash Memorial	\$1,417.22	\$0.00	\$1,124.53	\$292.69
Ken Meuchel Memorial	\$0.00	\$1,455.00	\$0.00	\$1,455.00

2017 INVESTMENT SUMMARY

New Covenant Balanced Growth Fund

Value as of 12/31/16

\$ 205,546.20

		2,254.785 shares @ \$91.16/share
Dividends declared *	\$ 1,864.00	
Capital Gains Reinvested	\$ 1,642.84	
Net Gain/(Loss)	\$ 24,070.25	
Value as of 12/29/17		\$ 231,259.29
		2,271.033 shares @ \$101.83/share

Dividends deposited to:

Comerica Basic Business Checking	\$ 2,341.82
4Q 2016	\$ 504.62
1Q 2017 *	\$ 596.84
2Q 2017 *	\$ 601.13
3Q 2017 *	\$ 639.23

NOTE: 4Q 2017 pending deposit as of 12/31/17 *\$ 26.80

Comerica Basic Business Checking Account

Initial Balance as of 12/31/16	\$ 37,689.88
Deposits	\$ 232,187.46
Erin Property Sale Proceeds	\$525,000.00
Payments	\$ 226,817.51
Ending Balance as of 12/31/17	\$ 568,059.83

2018 OPERATING BUDGET

				Total	\$186,346.09	
		First Presbyterian Church of Warren		Personnel	\$ 133,320.88	13.6%
		2018 Operating Budget		Operations	\$ 52,575.21	3.3%
				Mission	\$ 450.00	0.0%
		2017	2018	Change	Change	
		Budget	Budget	\$	%	
Mission/Stewardship/Per Capita/Deacons						
1	Gen. Assy., Synod, Presbytery Causes	\$ 300.00	\$ 300.00	\$ -	0.0%	
2	Stewardship Program	\$ 320.00	\$ 650.00	\$ 330.00	103.1%	
3	Per Capita Apportionment	\$ 3,604.27	\$ 3,633.54	\$ 29.27	0.8%	
4	Mission Program	\$ 150.00	\$ 150.00	\$ -	0.0%	
5	Subtotal	\$ 4,374.27	\$ 4,733.54	\$ 359.27	8.2%	
Christian Education						
6	Supplies and Curriculum (was Sunday School)	\$ 900.00	\$ 1,000.00	\$ 100.00	11.1%	
7	Sunday School Teacher	\$ 1,200.00	\$ 2,100.00	\$ 900.00	75.0%	
8	Social Security (FICA) 7.65%	\$ 91.80	\$ 160.65	\$ 68.85	75.0%	
9	Seminars / Conferences	\$ 150.00	\$ 150.00	\$ -	0.0%	
10	Subtotal	\$ 2,341.80	\$ 3,410.65	\$ 1,068.85	45.6%	
Buildings and Grounds						
11	Janitorial Services	\$ 6,682.00	\$ 6,682.00	\$ -	0.0%	
12	Insurance / Workman's Compensation	\$ 7,719.00	\$ 7,206.00	\$ (513.00)	-6.6%	
13	Telephone / Internet Access	\$ 2,217.60	\$ 2,566.92	\$ 349.32	15.8%	
14	Utilities	\$ 12,000.00	\$ 12,000.00	\$ -	0.0%	
15	Supplies and Repairs	\$ 8,145.00	\$ 8,145.00	\$ -	0.0%	
				\$ -		
16	Subtotal	\$ 36,763.60	\$ 36,599.92	\$ (163.68)	-0.4%	
Worship						
17	Supplies (Anything Used For Worship)	\$ 404.50	\$ 448.00	\$ 43.50	10.8%	
18	Arts (Material, Props, etc.)	\$ 250.00	\$ 250.00	\$ -	0.0%	
19	Music Supplies	\$ 640.00	\$ 650.75	\$ 10.75	1.7%	
20	Equipment Maintenance	\$ 1,300.00	\$ 1,400.00	\$ 100.00	7.7%	
21	Substitute Preachers	\$ 450.00	\$ 300.00	\$ (150.00)	-33.3%	
22	Substitute Organists	\$ 13,085.00	\$ 13,085.00	\$ -	0.0%	
23	Copyright Licenses (3)	\$ 510.00	\$ 625.00	\$ 115.00	22.5%	
24	Subtotal	\$ 16,639.50	\$ 16,758.75	\$ 119.25	0.7%	

Membership					
25	Membership Program / Evangelism	\$ 150.00		\$ (150.00)	-100.0%
26	Subtotal	\$ 150.00		\$ (150.00)	-100.0%
Communications					
27	Communications	\$ 150.00		\$ (150.00)	-100.0%
28	Subtotal	\$ 150.00		\$ (150.00)	-100.0%
Outreach					
	Outreach (was Membership and Communications)		\$ 500.00	\$ 500.00	
	Combined Membership and Communications				
	Subtotal		\$ 500.00	\$ 500.00	
Office					
29	Mailing	\$ 400.00	\$ 400.00	\$ -	0.0%
30	Contracts / Repairs	\$ 2,000.00	\$ 1,800.00	\$ (200.00)	-10.0%
31	Supplies & Miscellaneous	\$ 1,300.00	\$ 1,700.00	\$ 400.00	30.8%
32	Printing	\$ 900.00	\$ 1,400.00	\$ 500.00	55.6%
33	Computer Hardware / Software / Website	\$ 868.00	\$ 868.00	\$ -	0.0%
34	Session / Deacons Activities & Materials	\$ 300.00	\$ 500.00	\$ 200.00	66.7%
35	Subtotal	\$ 5,768.00	\$ 6,668.00	\$ 900.00	15.6%
Staff					
Pastor					
36	Salary and Housing Allowance	\$ 47,416.05	\$ 52,157.66	\$ 4,741.61	10.0%
37	Pension @ 11.0% (2017), determined by Presbytery (2018)	\$ 5,320.08	\$ 5,852.09	\$ 532.01	10.0%
38	Social Security (FICA) Allowance @ 7.65%	\$ 3,627.33	\$ 3,990.06	\$ 362.73	10.0%
39	Medical Deductible @ 1.0% member + 1.0% family	\$ 948.32	\$ 1,064.02	\$ 115.70	12.2%
40	Medical Allowance + Dependent Medical (24.5% 2017, 25% 2018)	\$ 11,849.27	\$ 13,300.20	\$ 1,450.93	12.2%
41	Dental Plan	\$ 1,161.48	\$ 1,161.48	\$ -	0.0%
42	Death and Disability (1%)*	\$ 483.64	\$ 532.01	\$ 48.37	10.0%
43	Professional Expense Allowance	\$ 1,500.00	\$ 1,500.00	\$ -	0.0%
44	Study Allowance	\$ 1,000.00	\$ 1,000.00	\$ -	0.0%
	Note: *Benefit premiums based on salary + med. Ded. 2017 only				
45	Subtotal	\$ 73,306.17	\$ 80,557.51	\$ 7,251.34	9.9%

Commissioned Ruling Elder					
46	Salary (6 months)		\$ 9,000.00	\$ 9,000.00	
47	Employer's FICA Liability @ 7.65%		\$ 688.50	\$ 688.50	
48	Subtotal		\$ 9,688.50	\$ 9,688.50	
Office Administrator					
49	Salary	\$ 9,180.00	\$ 12,480.00	\$ 3,300.00	35.9%
50	Employer's FICA Liability @ 7.65% 20 hrs/wk, \$12/hr (was 16 hrs/wk, \$11.03/hr)	\$ 702.27	\$ 954.72	\$ 252.45	35.9%
51	Subtotal	\$ 9,882.27	\$ 13,434.72	\$ 3,552.45	35.9%
Music Director					
52	Salary	\$ 18,011.56	\$ 13,000.00	\$ (5,011.56)	-27.8%
53	Employer's FICA Liability @ 7.65%	\$ 1,377.89	\$ 994.50	\$ (383.39)	-27.8%
54	Subtotal	\$ 19,389.45	\$ 13,994.50	\$ (5,394.95)	-27.8%
55	TOTAL BUDGETED EXPENSES	\$ 168,765.06	\$ 186,346.09	\$ 17,581.03	10.4%
		<u>2017 Budget</u>	<u>2018 Budget</u>	<u>Change \$</u>	<u>Change %</u>
	Projected Income (see below for 2018)	\$ 146,192.00	\$ 191,205.93	\$ 45,013.93	30.8%
	Projected Surplus (shortfall)	\$ (22,573.06)	\$ 4,859.84	\$ 27,432.90	-121.5%
2018 Projected Income, with Actual Pledge Based on Historical Data				Notes:	
	98.1% of \$153,092 actual pledge for 2018		\$150,183.00		Pct is avg of '14,'15,'16
	Plate (loose offering)		\$20,721.00		Avg of 2014, 2015, 2016
	CRE Nancy Bass compensation funding		\$9,688.50		
	Investment Income		\$4,301.43		Avg of 2014, 2015, 2016
	Rental Income, projection		\$1,975.00		Avg of 2014, 2015, 2016
	Seaspnal Offerings Going Toward Operations		\$2,530.00		Avg of 2014, 2015, 2016
	Initial Offering, 2017 todate		\$319.00		2017, todate
	Per Capita Giving, 2017 todate		\$1,488.00		2017, todate
	PROJECTED INCOME		\$191,205.93		
	Personnel	\$117,404.70	\$ 133,320.88	\$15,916.18	13.6%
	Operation	\$50,910.37	\$ 52,575.21	\$1,664.84	3.3%
	Mission	\$450.00	\$ 450.00	\$0.00	0.0%
	Total	\$168,765.07	\$ 186,346.09	\$ 17,581.02	10.4%

2018 Personnel Breakout					
Pastor		\$80,557.51			
Commissioned Ruling Elder (1/2 year salary)		\$9,688.50			
Music Director		\$13,994.50			
Office Administrator		\$13,434.72			
Substitute Organist		\$13,085.00			
Substitute Preachers		\$300.00			
Sunday School Teacher		\$2,260.65			
		\$2,260.65			
Total		\$133,320.88			

BUILDING AND GROUNDS

This year the buildings and grounds committee and volunteers were busy with many projects. We worked on getting approval from the City of Warren for the new sign. An AED (Automated External Defibrillator) was purchased with a memorial donation and will soon be installed. We continued working on reducing energy costs and will soon be installing LED lights within the church. We acquired additional equipment from Erin Presbyterian and are working on moving the Remembrance Garden from Erin to First Church.

The grass was cut every week along with weed trimming and edging. The hedges were trimmed as necessary and the flower beds were well tended. There were many people who helped keep the grounds beautiful. Thank you!

Thanks also to all of you who helped with snow removal either by signing up on the list or on an as-needed basis. We were able to stay within budget and we hope to do the same in 2018. Look for more opportunities to help in 2018! Remember this is not only God's house, but it is your house too.

Yours in Service to Christ,

Glenn McIntyre

CHRISTIAN EDUCATION

Mission Statement for CE: If we have organization and apply our imagination, we will build a Christian Education foundation. Christian Education at First Church provides programs for members and their families from the ages of birth to adult. Please see attached statistical breakdown.

Christian Education Leadership

The Christian Education has two (2) Ruling Elders: Marijo Hockley and Darlene Rozman.

Children's Christian Education

First Church has a Child Protection Policy in place. This policy assures that there are always two (2) adults present in classrooms and children's program. In addition, all adults dealing with children must clear a "Long Form" background check every five (5) years and a "Short Form" back ground check yearly. This policy was reviewed and updated, September 2017.

Nursery

Ms. Waunita Flint skillfully manages the Nursery and recruits and schedules volunteers to assure that there is at least 2 adults always present in the Nursery.

Sunday School

First Church continues to have a paid Sunday School Teacher, Lauren Nowacki for its Sunday School Program. In the Fall of 2017, we decided to provide Sunday School every Sunday, including the first Sunday of each month which had been traditionally, "Family Sunday." The CE Committee found that many families were not attending on the first Sunday because Sunday School was not offered. On Communion Sundays, the children begin in Sunday School and then brought into church to participate in Communion. On regular worship Sundays, children begin in the Sanctuary for the first part of Sunday Service and then go with their Sunday School Teacher after Children's Time with Pastor Julie. The curriculum continues to be designed around Pastor Julie's sermons.

Annual Easter Egg Hunt took place on Easter after service.

May 21, 2017 was the last day of Sunday School. We celebrated with a potluck picnic and the Men's group grilled hot dogs.

Celebration Sunday (A.K.A. Rally Day) took place on Sunday, September 10, 2017. Service Theme was "Shine Your Light." This was also the first day of Sunday School. We had a Potluck after service and the cake was provided by Deacons.

Training for Leaders and Teachers

Pastor Julie and Lauren attended a conference in May, “Art, Recreation, and Worship Conference”

Sunday School Training took place on August 22. Lauren went over the job descriptions for the Adult and Youth Sunday School Helpers job descriptions. We review and updated the Child & Youth Safety Policy. For a copy of these discussed documents, please see Darlene Rozman or Marijo Hockley, 2017 CE Ruling Elders.

Youth Group

“Making Disciples” Confirmation class began in September. The Youth group is collaborating with Amazing Grace Lutheran for 4 events over the school year. A special trip is scheduled for Great Wolf Lodge in March, 2018.

Adult Christian Education

- Adult Bible Study on Sunday Morning Before Worship
- Presbyterian Women Bible Study
- Young Adult Gatherings
- Confirmation 2.0

Intergenerational Christian Education

- Camp out
- Halloween Open House

Christian Education Input for the 2017 Annual Statistical Report for PCUSA

Ages	How many
Under a year	1
1 year	1
2 years	3
3 years	1
4 years	5
5 years	
6 years	1
7 years	2

8 years	1
9 years	
10 years	2
11 years	1
12 years	
13 years	4
14 years	
15 years	
16 years	1
17 years	
18 years	
Pre-Service Bible Study	8
Presbyterian Women Bible Study	15
VWG Bible Study	10
Other Adult CE Events/Studies	8
Halloween Open House	40

Report Submitted By: Marijo Hockley, CE Ruling Elder

2017 COMMUNICATIONS/OUTREACH ANNUAL REPORT

During 2017 we continued our work and investigation for our new sign. Meeting after meeting interviewing sign companies. Once we made our decision we presented our findings to Session. Curb Appeal did a great job showing us what they could do for our Church. Since then we presented our sign proposal to the City of Warren Board of Appeals. After few moratoriums not allowing LED signs in the city, they finally allowed us to present our sign proposal. It went well, our sign was approved as submitted. We hope to have our new electronic sign up and ready early in 2018. Trish has the policy book in the office and has taken up that responsibility. That is where the action is and it would be easy for her make the necessary changes faster than I can.

We still feel that we can do a better job with communications (there is always room for continuous improvement) within and outside of our church. We did not use voice shot much again this year and that is not a bad thing. It is intended to reach the most people we can in a short time and usually announces bad news. We need to think of happy news to get out to our Congregation now and then, most do not like to hear my voice. It usually takes about 3 minutes to reach 140 phone lines at a cost of 12 cents per call. There are still some little glitches in the program such as certain cell phone numbers will not work well with it. Mail Chimp Email messaging (which Trish and Julie started using last year) also helps in getting weekly messages out via email. Our monthly newsletter is also a great way to get our message out. We have discovered that a few of our members may have been victims of some sort of computer crime and/ or a scam and it is bad and costly when it happens. We have put a few helpful messages in the newsletter under "Computer Corner" when Trish has space available. We need to work on getting out that message to our congregation not only in articles but also offer classes on how to remain safe on line. A few of my friends have also been victims, costing them over \$1000.00 per scam, and that amount gets much worse. Aaron will look into what we can do in 2018.

We continue to update our Website when necessary, it is difficult to get folks who have a page on the site to tell us what they would like to see. The site is only as good as the information contained in it and I have had several nice comments about our site from friends who I have asked to look at it. They found it friendly and easy to move from page to page. It is a great tool for folks who are searching for a Presbyterian Church in our area, we stand out as welcoming and friendly based on what we have on our site. Again, it is only as good as the information we get asked to post.

Outreach also planned and organized the Health Fair in July, and we used all the communications tools we had at our disposal. We visited the Warren Community Center and arranged for a sound file for us to do announcing this fair, and Pastor Julie did a wonderful job. We also posted the event in Center Line, the Warren Library, Warren TV, and several other places such as the Detroit News around Town Section and in a few eating establishments in the area. It would be nice to have our Church represented in the newspapers but the ads are very expensive. We can usually get something announced free if it is a fund raiser event. We continued to welcome visitors to our church when we knew they were there and it was great welcoming the folks from Erin Presbyterian Church this year.

Gloria Stanley, Outreach/Communications Ruling Elder, Committee: Aaron Crowton

Deacons

The Board of Deacons are committed to finding ways both great and small to help in offering care within our church walls, and outside in the community.

One of the largest events worked on this year was the Warming Center. It was held from March 12-18, 2017. It takes a lot to be able to provide hospitality to our brothers & sisters in need, and we are grateful to be able to offer our love and support in this endeavor. We also undertook the preparation, shopping, and delivery of 25 Christmas Baskets. While this was a challenging number, we felt called & equipped to accept the challenge. Something new this year was the delivery of a Christmas Poinsettia plant to

each of our shut-ins. What a wonderful way to let our shut-ins know they are remembered as part of our FPW family.

Additional Highlights:

- Sponsored 4 dinners for Second Mile Center
- Assisting with the Week of Warmth
- Assisting with FPW Community Health Fair on July 29
- First Church Expo Oct 8
- Crop Walk: Oct 15
- Various Fellowship Luncheons
- Sponsored a Grace and Gratitude luncheon Nov 12 with donations (\$357) going to Fr. Michael's Warren Street Mission
- Christmas Baskets: a whopping 25 Baskets were delivered, to student families at Warren Mott High School, and families referred through Fr. Michael's street mission ministry
- Poinsettia deliveries to all congregational shut-ins

I would like to thank Debbie Collingwood, Rosie Finke, Sheila Harriger, Jim Kosaski, Liz McIntyre, Gerianne Roland, Fran Wood, Sue Brewer, Sue Carlson, and Bill Halstead for their faithful service this past year. Your Board of Deacons is looking forward to doing a program re-set of sorts in the coming year; with a renewed emphasis on congregational care.

Grace and gratitude, Pastor Nancy, liaison to Board of Deacons

DEACONS FINANCIAL REPORT

DATE	AMOUNT/ Expensed	Income	Program/Cause
1/1/2017	\$100.73		Inclusion Ministry Participants gifts
Feb-17	\$32.34		Food Expenses Second Mile Center Dinner
	\$160.24		Food Expenses Second Mile Center Dinner
	\$20.27		Permanent Flowers for Funerals
Mar-17	\$28.00		Fellowship Hour Sandwiches

	\$130.94		WOW - set up day - pizza
	\$149.37		Food Expenses Second Mile Center Dinner
Apr-17	\$63.91		Kitchen supplies
	\$168.52		Food Expenses Second Mile Center Dinner
Jun-17	\$91.31		MCREST Dinner supplies
	\$79.77		Church movie items
	\$33.61		Fellowship Hour deserts (MD Farewell)
	\$102.14		Kitchen supplies
	\$169.52		Chairs for Fellowship Hall
	\$47.92		Coffee
	\$146.05		Food Expenses Second Mile Center Dinner
Aug-17		\$25.00	MCREST
Sep-17	\$160.37		Health Fair Supplies
	\$169.11	\$200.00	Funeral Dinner
	\$31.72		Pot Luck luncheon supplies
Nov-17	\$234.20		Kitchen supplies
	\$66.86		Fellowship Luncheon
	\$192.00		Poinsettia Flowers (shut-in delivery)
	\$2,075.44		Tables & Chairs for Fellowship Hall
		\$40.00	Christmas Baskets
		\$365.00	Christmas Baskets
Dec-17		\$30.00	Christmas Baskets
	\$480.74*	\$480.74*	* in kind donation from Erin Deacon Account funds
		\$321.00	Christmas Baskets
		\$30.00	Christmas Baskets
		\$20.00	Christmas Baskets
TOTAL	\$4,454.34	\$1,031.00	
Balance forward			
	31-Dec-17	\$3,274.55	

INCLUSION MINISTRY

This program has created a safe space that supports, uplifts, and provides an inclusive and barrier-free community for persons with disabilities who have otherwise felt excluded from full and active participation in a faith community. This program actively encourages persons with disabilities of all ages and backgrounds to use their God – given gifts to explore their spirituality and faith.

The Inclusion Ministry Program at First Presbyterian Church of Warren has developed into three (3) distinct areas to lift up individuals with disabilities. The first area is the “In God’s Image” Dinner, Fellowship and Worship held on the first Thursday of every month. The group started in 2015 with only

8 participants and has now grown to almost 30. Each month we join together in worship, create a craft that is based on the evening's theme, have dinner, and most importantly, have fellowship with one another. Participants actively participate in worship by lighting the candles during service, helping in the interpretation of Scripture by acting out parts, and playing instruments; such as, shakers or tambourines. Most of the participants come from surrounding group homes for individuals with cognitive and physical disabilities. We also have residents from the Presbyterian Village of Warren Glenn who join us as participants and as volunteers. For many of the participants, this is the only opportunity they have to attend a worship service due to the constraints of their caregiver's ability to bring them. Specifically, many do not have caregivers that have the ability to bring their clients to a Sunday worship service. Average participant and caregiver attendance: 25.

The second area is providing Spiritual Care to the residents of the Presbyterian Village of Warren Glenn (VWG). VWG is a low-income HUD subsidized independent housing senior living community. Many of the residents have moved from a house to this independent living community because they were unable to care for their house on their own. By doing so, many have moved from their faith communities and feel disconnected from their faith and from God. In addition, many older adults are faced with new or differing disabilities that further limit their physical and/or emotional participation in a faith community. The Inclusion Ministry Program provides a connection to a faith community by bringing the faith community to them. This is accomplished by offering Worship Services, the first Sunday of each month and the third Sunday of each month. Other activities include: Bible study every week; a movie night once a month; and pastoral visiting. Each week their prayer requests are brought to First Church's Sunday worship, so they can be lifted up.

VWG Bible Study for 2017

- January 26 to February 16 - "Soul Detox"
 - Number of attendees: 8
- March 2 to April 6 - "Holy Week"
 - Number of attendees: 10
- July 13 to August 24 - "Book of James"
 - Number of attendees: 12 (including one from the community)
- September 21 to October 26 - "God's Not Dead"
 - Number of attendees: 7
- December 7 to December 21 - "The Women of Christmas"
 - Number of attendees: 9

Movie Nights

- September 15 - "God's Not Dead"
- November 10 - "The Nativity Story"

The residents of the Village of Warren Glenn assist in the third and final area of the Inclusion Ministry Program at First Church and that is by acting as mentors to students from Warren Consolidated Schools with disabilities. Once a month, students visit the Village of Warren Glenn for games, snacks, and most importantly fellowship with the residents. In addition to visiting with the residents, the Warren Consolidated Students work at First Church as part of a work study program. Students help with light janitorial duties and some collating and organizational tasks. This provides students the opportunity to gain work experience in a safe and guided setting.

Workshops/seminars:

- “How to Keep My Child with Special Needs Safe and Happy” sponsored by MORC on March 21.
- Webinar on "Unveiling the invisible community: Welcoming people with disabilities into Christ's church" on May 23.
- Monthly AMORC meeting on May 24.
 - Guest speaker – Robert White, Vice President for The Arc Michigan
- Organizational Speed Networking for Professionals on August 1.
- MORC: Speak So They Listen + Assertive Communication Workshops on November 3rd
- Anti-Bully Seminar at VWG on November 6th
- Freedom of Religion via Web on November 7th

Inclusion Ministry was represented again at the Macomb County Senior Fun Festival on June 30, 2017 and at the First Church Health Fair on July 29, 2017.

Report Submitted By: Marijo Hockley, Inclusion Ministry Coordinator

MEN'S GROUP

2017 was again very busy for First Church Men's Group. Our mission statement is “Brothers in Christ gathering for Fellowship and Learning, while increasing Service to Church and Community”. Officers for this past year were: Vince Fazio and Keith Carlson, Moderators; Ken Meuchel, Treasurer and Mac McDougall, Secretary. We had monthly breakfast meetings (first Sunday of month) at Kerby's Koney Island. Our activities for the year encompassed service to the community, learning, and service to the Church as well as fellowship. A list of events/activities were:

- Home Plate 2017 (Tigers and opponents faith of players and game)
- Second Mile Center Dinners (Jan, Feb, March, April, June, Sept, Oct, Dec)
- Pasta Dinner fundraiser at First Church on February 17th.
- We sponsored a Motor City Chorale spring concert at FC on March 31st
- We helped coordinate a Christmas Concert by Motor City Chorale on December 4th.
- Mission Garden (setup, sponsored and donated 314.3 lbs. of vegetables to IVC, VWG and Stillwell Manor)
- Assisted at the Second Mile Center Health Fair on July 17th
- Assisted with the First Church Health Fair on July 29th
- Helped at FC Potluck dinner by grilling on August 16th
- Attended an Erin MG breakfast meeting
- Helped with several Erin Garage sales and moved some items
- Cooked hot dogs and hamburgers for Inclusion Ministry Blessing of the Animals, October 5th
- Participated in the FC Expo, October 8th
- Helped Marijo and Steve with various needs during the year.
- Helped Dorothy Buchan with various needs during the year.
- Staged a dinner and breakfast for the Warming Center and assisted in other ways Soup and Salad cleanup, April 7th
- Attend Presbytery MG Advent Communion and Breakfast, December 9th

We want to thank everyone who supported our outreach and various activities about First Church. With so few men available at times, the assistance of ladies and youth has made many of these activities and events very successful when measured in mission terms.

We are open to all men at Warren First. Please join us in future meetings and events as we share fellowship, learning and service. We want to make this group as much fun as it is rewarding to both the recipient of service and our members.

The Warren First Men's Group is looking forward to a very busy and fulfilling schedule for 2018. We are working on new and different activities in the next months. Please watch for announcements of our events and activities coming up.

MISSION

In its fifth year the Mission Committee included Betty Duplissis, Robyn Hudgins, and Lynn Meuchel. We met after church on the first Sunday of the month.

We contributed in the following ways:

- We were responsible for 4 Presbyterian Special Offerings – One Great Hour of Sharing, Pentecost, Peace & Global Witness, and Christmas Joy (gave 2 Moments for Mission for each special offering)
- The church donated \$300 to Presbytery's Shared/Unified Mission Support

- Sent a monetary donation to the Presbyterian Disaster Assistance to help hurricane victims
- Donated used eye glasses to the Lion's Club
- Donated pop tabs to the American Legion
- Sponsored 4 Saturday morning Gleaners days at the Warren location
- The church gave \$300, 26 blankets, 20 pillows, 15 pillowcases, and 3 sheet sets to the Macomb County Warming Center's Pillow & Blanket Drive. Marcia Dryer's school gave 40 blankets & 20 pillows, plus a \$1,000 check for our week of warmth.
- Gave pet food and a monetary donation to the Hazel Park Animal Shelter through a Humane Society program (May)
- Aided campers in recognizing that the Presbyterian Women of First Church gave them money for camp. They assisted at PW's Soup and Salad dinner – clearing tables and passing out cups of water.
- Participated in Warren City Park Cleanup Day at Halmich Park (May)
- Led the church in donating cereal and other breakfast items to Diane Agnew's Cereal for Summer program
- Julie arranged for Father Michael John to speak on his mission work in the South end of Warren on the first Sunday in October.
- Donated cookies to the Christmas Carols, Cookies & Craft event at Warren Glenn

Remember that the Mission committee is only one part of our church's mission. Deacons, Men's Group, PW, Youth Group, the Warming Center, and others all play very important parts.

Lynn Meuchel,
Mission Elder

MUSIC DIRECTOR

As your new Music Director, I am pleased to submit the following report.

First and foremost, I would like to state that we have effectively tripled the size of our choral library. We have added in many of the choral pieces from Erin Church which were moved here. Merging them into our library continues to be a work in progress.

I have made arrangements with Lake Shore Presbyterian Church in St. Clair Shores, whose Music Director is a well-loved colleague of mine to share libraries. They have as extensive a library as we have. We have already borrowed a piece from them, and I see this going back and forth over the years.

Additionally, there is a resource called St. James Music Press from which I purchased a one-year subscription (as a donation). There are numerous anthems, organ works, and other music on this site that is free to download once you have a subscription. I find this a wonderful resource.

When I began in August, I was delighted to find that thanks to Mike and Cozette Slupinski, our own choral library had been completely re-vamped. All pieces are now on shelves filed by number, each in their own box (or soon to be), and the entire library has been entered onto an Excel spreadsheet which they set up. The pieces are searchable by title, composer, subject matter, scriptural reference or season. This was a huge undertaking, and I am very thankful to the Slupinskis for taking this on and spending many, many hours to make sure it was complete. On that same subject, when Erin's library was merged with ours, new shelves were required and built by Gene Scofield. We owe a huge debt of thanks to Gene for the beautiful job he did in the choir room.

There was also furniture moved out and moved in back and forth to Erin Church, in order that the choir room be the most efficient it could be.

This fall season we have had various instruments added to the service: flute, harp, trombone, trumpet and violin. All greatly added to the beauty of the services and to the greater glory of our Lord.

During the late summer the organ from Erin Church was moved into our sanctuary. I was present at the removal of the instrument at Erin and then again here when it was brought in. It was an amazing task to watch. This is a really fine example of a digital Allen organ. However, there is a card reader function that had not worked even before I had been organist at Erin Church. Thanks to the generosity of Erin Church, the card reader was replaced and is working beautifully again. (The card reader works by inserting a card with a specific sound on it – for instance orchestral flute or chimes – and then becoming playable on the keyboards. It was an Allen signature feature before the advent of midi functions.) The working card reader greatly expands the capability of voices available on the organ. If you were present at the Christmas Eve service this year, you heard the chimes played using the card reader.

During the closing of Erin Church, a very nice piano arrived and has found its home in the sanctuary here. There are some pieces which sound best on organ, some on the Clavinova and some on piano, and now we have all three from which to choose.

The choir began with 18 members when I started and has expanded to 25 at this time. No matter what the numbers, however, this choir has proven to me time and time again how dedicated and talented they are. To me, they are a 90-minute family who meets every Wednesday evening to learn new pieces or polish known pieces in order to enhance the worship at First Presbyterian of Warren. They are a dedicated group of hard-working musicians.

Next Christmas I hope to do a cantata, perhaps again with Celtic Cross Presbyterian Church's choir. I think this is a very worthwhile musical endeavor for both churches, and both choirs and hope it is something that the congregations enjoy.

Recently, our Pastor ordered a version of the new Presbyterian hymnal, Glory to God. Our new hymnal is truly 21st century in that the entire hymnal is on a flash drive that can be projected onto the screen. The package we received was the flash drive, 30 hymnals for the choir and the accompaniment books for the organist. There are many well-loved hymns in this hymnal which had not been included in the other Presbyterian hymnal we have been using as well as some newer, high quality hymns. We will be learning a new hymn every month out of this hymnal thus expanding our hymn repertoire here at First Presbyterian of Warren.

I plan to continue anthems each Sunday that are eclectic and varied in style but which glorify God at the highest level possible. This would include standard choral pieces, spirituals, gospel arrangements and world music. As Johann Sebastian Bach penned on every piece he composed, Soli Deo Gloria – to God alone be the glory.

Respectfully submitted,

June C. Zydek

Director of Music

NOMINATING COMMITTEE

By motion, ruling Elder Keith Carlson, on behalf of the Nominating Committee, presented the following slate of candidates for election to ministry positions by the congregation and were approved at a Special Congregational Meeting November 19, 2017

Office of Ruling Elder

Glenn McIntyre - Building and Grounds

Office of Ruling Elder - Class of 2019

Mike Slupinski – Outreach

Office of Ruling Elder

Vince Fazio - Finance

Kevin Smith - Worship

Vacancy – Stewardship

Deacons - Class of 2018

Debbie Collingwood

Deacons - Class of 2020

Hydee Greig

Barb McIntyre

Vacancy

Nominating Committee at large for 2018 (1Year term)

Carol Weidenbach

Keith Carlson

Personnel Committee at large for 2018 (1Year term)

Robyn Hudgins

Furnishings Advisory Committee - Class of 2020

Nancy Weidenbach

OFFICE ADMINISTRATOR

January - December 2017

Highlights

- Continued responsible for maintaining general office duties.

- Maintained communication with various Session, Deacons members and their committee member.
- Continued responsibility of creating the weekly bulletins, worship presentations and announcements slides.
- Responsible for the monthly newsletters and annual report.
- Assisted Pastor Julie with the weekly e-news.
- Maintained and updated our congregational church directory and Memorial Book.
- Excited that this year we were able to update our church directory to a photo directory, thanks to the volunteers that helped with endeavor.
- Maintained and updated the Red Book of Session Minutes for the Presbytery USA.
- Continuing to work on updating the Policy and Procedure book has been challenging, however it is a priority for me in 2018.
- Maintained the office budget, stayed within budget for office supplies, over budgeted for contracts which was adjusted for 2018 and was over budget with printing.

It continues to be a blessing working here at First Presbyterian. Thank you to everyone who has supported me throughout the year.

God's Blessings
Trish Pearce

PRESBYTERIAN WOMEN

The Presbyterian Women met monthly from September to June usually on the second Thursday of the month. Most meetings were at 9:45 a.m. The September Ingathering, Christmas Potluck and June Dinner Out were held in the evening and we encouraged all women of the congregation to participate. Our morning meetings included a study time with Pastor Julie, devotions, and a business meeting. In 2017 we read *An Altar in the World* by Barbara Brown Taylor. We also studied the book of Ruth. During

the year we worked on a variety of service projects, showing our concern for the congregation and the community in many ways:

- Assisted with Marijo's Inclusion ministry
- Purchased 2 new roasters for the church
- Helped the Men's Group with the SMC dinners
- Donated desserts for the Men's Club Pasta Dinner in February
- Julie & Lynn were warmly welcomed at the IONA Sisters Craft Gathering on February 18
- Beth Downs was the keynote speaker at the PWPD (Presbyterian Women Presbytery of Detroit) Women's Retreat in March
- Prepared desserts for the Warming Center March 12-19, 2017
- Sponsored the Soup & Salad Dinner on April 7
- Hosted the PWPD meeting in May (lunch served, quartet sang)
- Sent \$ to the Detroit Rescue Mission to help replace stolen lawn equipment (May)
- Sent \$ to cover the cost of the St. Louise MCREST dinner on May 14
- Arranged dinner out at the Masters restaurant for women of the church (June)
- Gave camperships for Warren First children
- Donated \$ (lump sum) for Second Mile Center
- Supported PWPD with \$ and attendance at meetings
- Donated \$ to First of Warren's Health Fair on July 29
- Donated Health Kits to SMC for their July Health Fair
- Provided goods to 35 area agencies through In Gathering (September)
- Participated in the PWPD workday at SMC on November 4
- Sponsored dressing 50 Goodfellow dolls
- Held potluck Christmas party December 14 for the women of the church
- PW donated 133 items - "meals in a can", packaged goods, & canned goods - for Father Michael John's mission at Stillwell Manor in South Warren at our PW Christmas party
- Donated 50 items - hats, scarves & mittens to SMC
- PW sponsored sending 20 gift bags including shirt, leggings or jog pants, and a gift or toy for children at SMC

We are thankful for the support of the congregation in helping fulfill our goals. Without your generosity it would not be possible to accomplish so much.

Thanks to our officers for 2017. Moderator: Judy Webb Treasurer: Joyce Macfarlane Secretary: Lynn Meuchel

Respectfully submitted,
Lynn Meuchel

PRESBYTERIAN WOMEN FINANCIAL REPORT

Balance on hand as of January 1, 2017	\$2709.22
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INCOME	
Free Will Offering	\$134.35

Birthday Offering	\$2.79
Pocket Change	\$45.00
Soup and Salad	\$1114.00
Check from PW Luncheon	\$96.00
TOTAL INCOME	\$1392.14

EXPENSES	
PWPD Pledge	\$200.00
Birthday	\$3.79
Detroit Rescue Mission	\$400.00
Camp Westminster	\$800.00
MCREST Dinner	\$44.81
Second Mile Center	\$500.00
Elaine Wash	\$112.85
Health Fair	\$100.00
PW Christmas Party Supplies	\$42.71
PW Luncheon	\$96.00
TOTAL EXPENSES	\$2300.16

PETTY CASH	
Balance on hand	\$13.13
Balance on hand as of December 31, 2017	\$1801.20

Respectfully Submitted

Joyce Macfarlane

Treasurer

STEWARDSHIP

The Stewardship Committee of First Church is committed to serve by presenting God's plan for us to use what has been given to us in great generosity to advance His causes. Each of us are given abilities of different types, all of which are useful in God's eyes. So we are working with members of First Church to support the application of our useful resources. Mac McDougall is the Stewardship

Ruling Elder and has served for more than 6 years. Barb Stein, a long time participant in the Stewardship Committee, reviews our plans and offers invaluable suggestions and contributions such as the Gratitude Campaign. She has offered concerns for the Committee to better inform the congregation as to the financial workings of First Church with regard to pledging and budget expenses. As a result we have planned to have a Financial Review prior to the Congregational Meeting so folks have a better grasp of the status of First Church, financially. Mark Kausch, Adult and Youth Recorder joins our monthly meetings to share in the status of weekly offerings and preparation and distribution of quarterly statements. Mark also offers valuable insight into the various plans Stewardship considers throughout the year and including the annual pledge drive. Pastor Julie participates with the Stewardship Committee in our All Committee Meetings as well as in review meetings with your Stewardship Elder prior to most meetings. As a member of Session, the Stewardship Elder reports on committee activities and work and is involved in all discussions and decisions brought to those meetings.

The Stewardship Committee has completed or worked on the following items during 2017:

- Read pertinent articles or books and discussed their relevance to First Church.
- Worked with the Adult Recorder to facilitate statements for 2nd Quarter, 3rd Quarter and End Of-Year. Counters were provided with timely inputs.
- Completed the Gratitude Campaign to recognize most First Church committees, groups and individuals who make the church function. A short description of each helped the Congregation learn what each one does.
- Helped organize and participate in the First Church Expo 2017 which had many of the committees and groups represented to give the Congregation an “up front” and personal presentation of their work. Signup sheets were used to capture interest by participants.
- Consecration Sunday preparations involved promoting a theme of Grace Alone and is the 500 year anniversary of the Reformation, a color news page covering significant happenings and FAQ’s about pledging, a letter from Stewardship explaining the importance for the giving unit (individual or family) to pledge and a pledge card for the mailed packet.
- Worked with Pastor Julie to present Stewardship material in her sermons and services.
- Processed pledge cards by recording names and pledge totals for Operating Budget income analysis for the 2017 Annual Report. Pledge names and amounts were presented to the Adult Recorder. Note: We observe strict confidence in maintaining individual pledge amounts only to a few responsible officers of First Church.
- Prepared offering envelopes with per capita notes/envelopes to pledgees before Christmas.

-Prepared the 2018 Operating Budget in cooperation of all input parties and sought approval of Session. The 2018 Operating Budget is 10.4% higher than 2017 due to increased compensation for Pastor Julie, Christian Education increased hours for Lauren, increased costs for Stewardship to manage additional First Church members from Erin, increased office expenses and increased hours for Trish.

-Prepared Annual Reports for the 2018 Operating Budget with income analysis, giving statistics and this report. The projected income from pledging and all other sources resulted in a projected surplus of \$4,859.84.

We wish to thank Stewardship Committee Members for 2017, Barb Stein, Mac McDougall (Elder), Mark Kausch (Adult Recorder, guest) and Pastor Julie (guest) for their invaluable service this past year. Also, Stewardship wishes to thank the First Church congregation for their generous contributions of time, talent and treasure.

STEWARDSHIP2017 STATISTICS FOR GIVING

Stewardship Statistics for Giving for 2017									
and Pledging for 2017									
# Pledges			\$ Pledged				\$ Received		
	<u>2018</u>	<u>2017</u>	<u>2016</u>	<u>2018</u>	<u>2017</u>	<u>2016</u>	<u>2017</u>	<u>2016</u>	
Adult	91	65	63	\$155,692	#####	\$113,969	\$112,181	\$111,654	
Youth	1	1	1	\$26	\$26	\$26	\$32	\$30	
Total	92	66	64	\$155,718	#####	\$113,995	\$112,213.00	\$111,684	
Annual Pledge			2018		2017		2016		
					#	%	#	%	
a	\$1 to \$250		4	4.40%	4	6.15%	1	1.59%	
b	\$251 to \$500		8	8.79%	5	7.69%	6	9.52%	
c	\$501 to \$750		13	14.29%	8	12.31%	8	12.70%	
d	\$751 to \$1,000		3	3.30%	4	6.15%	9	14.29%	
e	\$1,001 to \$1,500		28	30.77%	18	27.69%	14	22.22%	
f	\$1,501 to \$2,000		9	9.89%	5	7.69%	3	4.76%	
g	\$2,001 to \$2,500		5	5.49%	5	7.69%	7	11.11%	
h	\$2,501 to \$3,000		7	7.69%	5	7.69%	4	6.35%	
i	\$3,001 to \$3,500		2	2.20%	2	3.08%	2	3.17%	
j	\$3,501 to \$4,000		5	5.49%	3	4.62%	3	4.76%	
k	\$4,001 to \$4,500		3	3.30%	3	4.62%	2	3.17%	
l	\$4,501 to \$5,000		0	0.00%	0	0.00%	1	1.59%	
m	\$5,000 +		4	4.40%	3	4.62%	3	4.76%	
	Total		91	100.00%	65	100.00%	63	100.00%	
Selected Special Offering Receipts									
			2017	2016			2017	2016	
Initial Offering			\$308	\$263	Humane Society Pet Food		\$232	\$168	
Blankets+ Program			\$0	\$0	HCMC Blanket and Pillow		\$300	\$0	
One Great Hour of Sharing			\$534	\$512	PDA: Hurricane Relief		\$1,547	\$0	
Christmas			\$547	\$2,430	South Warren Mission		\$324	\$0	
Christmas Joy			\$567	\$375	St Marks Souper Bowl of Carin		\$358	\$509	
CROP Hunger Walk			\$0	\$1,050	Easter		\$572	\$1,020	
Second Mile Center			\$205	\$135	Peace and Global Witness		\$567	\$285	
Week of Warmth			\$1,050	\$2,500	Pentecost		\$603	\$488	
Cereal for Summer			\$20	\$0	Thanksgiving		\$181	\$380	
					Total		\$7,915	\$10,115	

WORSHIP PLANNING

2017 was a good year for the Worship Committee, with the addition of Pastoral Associate Nancy Bass. Also the blending of Erin Presbyterian and First Warren gives us some new liturgists, communion servers and ushers. The hiring of June Zydek as Choir Director is another blessing this year. Her playing the harp for the longest Night service was a beautiful touch for one of my favorite service.

Here is a list of events that happened in worship for 2017:

Many wonderful sermons

Welcomed new members

Baptism

Ordinations

Communion was served to 1804

Special Services:

Weddings 1

Funerals 7

Ash Wednesday

Good Friday

Maundy Thursday

Longest Night

Christmas Eve

All in all, 5667 people attended church on Sundays in 2017.

The Worship Committee would like to thank all those who served as liturgists, Communion servers, and ushers. A big thank you to all those who came to decorate the church for the Christmas holiday, and for those who helped to take all the decorations down afterwards. I personally want to thank all of my committee members for their dedicated service to First Church. Looking forward to next year under the leadership of Kevin Smith.

Respectfully,

Keith Carlson

Worship Elder

